

**Letter from the Editor**

*Dear Emerging Leaders!*

Welcome to the ninth edition of the ELPPost. In this issue, Colleen Bruce offers some insight on Congressional Operations, Isaac Figueroa shares his rotation experience with the Indian Health Service, and we are introduced the ELPPost's new Atlanta Point-of-contact, Jae Brown. ELs have been busy! Linda Kwon shares highlights from the LEAD course, attended by some Atlanta-based ELs, Meghan Ochal reviews the Servathon experience here in Washington, DC, and Heather Brink submitted photos from the Nationals game on May 20. For those of you interested in the budget process, check out "Read This." I hope there is something in this issue for everyone to enjoy. Have a great summer, everyone!

*Sincerely,*

Jessica Jenkins  
CMS '08

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**Congressional Operations 101: Did you know...**

Colleen Bruce  
CMS 2009



Several Emerging Leaders from both the 2008 and 2009 Classes descended on Capitol Hill April 1 through April 3 to take part in the Congressional Operations Workshop, sponsored by the Government Affairs Institute at Georgetown University. We spent three full days learning about how Congress *really* operates from a wide variety of perspectives, from a drug company lobbyist, to the editor of a widely-read healthcare industry journal publication, to committee staffers. Forget what you learned in high school civics class – congressional operations are much more complex than the School House Rocks Video, "I'm Just a Bill, Sitting Here on Capitol Hill" lets on. In order to supplement your understanding of the congressional process, please enjoy this list of ten things you might not know about Congress (in no particular order).

1. The House Appropriations Committee has 12 subcommittees. The Chairs of the subcommittees are referred to as "cardinals" because they have so much power.
2. The federal government was designed by the Framers of the Constitution specifically to prevent the concentration of power in one individual or institution, so even though government is often perceived as moving too slowly, it is deliberately designed this way to keep the United States from becoming a dictatorship.
3. There is virtually no interaction between the House of Representatives and the Senate because their chamber rules and styles of governing are just too different. They operate like two individuals handcuffed together.

4. The Department of Health and Human Services falls under the jurisdiction of the House Energy and Commerce Committee because of a 1790 Act of Congress that allowed Merchant Marine ships to be quarantined. Regulating the Merchant Marines was considered “commerce;” and the power to quarantine the ships was considered a public health law.
5. Representatives’ membership on House Committees is important because it determines where Members will have the most influence. All legislation in the House must be introduced and passed out of a Committee before it goes to the House floor. However, membership on Committees for Senators is not as important because any Senator can introduce legislation directly onto the Senate floor, bypassing the Committees altogether.
6. Members of Congress organize themselves into groups in order to maximize their influence on certain issues. Republicans call their groups “conferences” while Democrats call their groups “caucuses.”
7. In a typical 2-year Congress, about 10,000 bills are introduced, but only 400 to 500 actually become law. That’s a passage rate of only about 5%!
8. In order to speak on the floor of the House of Representatives, a Member must be recognized by the Speaker of the House, so the Speaker has considerable power. In the Senate, though, the presiding officer (usually the President Pro Tempore) has no recognition power.
9. The requirement that the President submit an annual budget is not found in the Constitution. It was not required until Congress passed a law in 1921 mandating its submission. Prior to 1921, each federal agency came to Congress separately to present its budget.
10. Both the House and the Senate have chamber rules that require legislation authorizing a program, project or activity be passed before an appropriation can be made. However, the Senate Parliamentarian has determined that this rule (authorization before appropriation) was broken so often that no permission needs to be given before proceeding with an appropriation before authorization.

**ELPost leadership Announcement**

The New Atlanta-based Point  
of Contact for the ELP

***Jae Brown - CDC 2009***



Originally from Atlanta, Georgia, Jae decided to apply for the Emerging Leaders Program for the opportunity to spend two years developing his leadership skills in different settings. Jae has a Master’s in Public Administration from the University of Georgia and an undergraduate degree in Urban Public Policy and Urban Economic Development from Georgia State University. Currently on the Administrative Track, Jae works for the Office of Workforce and Career Development at the CDC in Atlanta. Please contact Jae at [jae.brown@hhs.gov](mailto:jae.brown@hhs.gov) if you are in the Atlanta area and are interested in contributing to the ELP.

**WELCOME, JAE!**

Read This:

**The Federal Budget:  
Politics, Policy, and Process**

By Allen Schick

## CDC ELs take on LEAD

Linda Kwon, HRSA 2009



A handful of CDC Emerging Leaders, along with Presidential Management Fellows, participated in a five day leadership development workshop from March 3-7, 2008 at the Amicalola Falls State Park & Lodge in Dawsonville, Georgia. The purpose of the Leadership Education and Development (LEAD) workshop was to help individuals strengthen their leadership supervisory skills by examining one self in relation to work and to others within the context of the work environment. While the workshop was meant for first time supervisors, CDC ELs and PMFs were also invited to participate by the CDC's Leadership and Management Programs Branch, Office of Workforce and Career Development. In order to get a more personal flavor of the LEAD workshop, a few of the CDC ELs have taken the time out to share their experiences with the ELPest.

### 1) What were three things that you took away from this experience?

*Kenneth Grant '09:*

1. Developing effective communication styles within an organization. 2. Initiating creativity while still adhering to policies and procedures. 3. Learning to lead and follow effectively within diverse settings.

*Stephanie McGarry '09:*

1. When working with a group, both content (the WHAT) and process (the HOW) work should be done at the same time if you want to successfully achieve your goals. It is easy to get caught up in the WHAT and get the task done quickly, but it is just as important to understand how the task will get accomplished and pay attention to the emotions in the group. 2. Being a good communicator means being a good listener. 3. To keep conflict constructive, encourage group members to voice their opinions and ideas openly and work towards a collaborative resolution in which all parties are satisfied with the solution.

### 2) How have you grown as a leader since the training?

*Ade Asekun '08:* I try to see things more from other people's perspectives.

*Kenneth Grant '09:* This training has been one of the most influential ones that I have yet experienced. There were several exercises that forced me to move away from my comfort zone, and actually speak out and take risks. I would say that one of the skills that improved during and after this training was speaking confidently in front of groups, which is an important characteristic of leadership.

*Stephanie McGarry '09:* This training helped me understand the importance of the group dynamic. So often, I am focused on simply getting a task done quickly, I don't take the time to get to know my group or understand what they might bring to the table. Taking the time to know your team is time well spent because it will ultimately lead to achieving the goal, or completing the task, in a more effective manner. It is also important to understand that different people have different leadership styles and to know which are most effective for a given person (subordinate or supervisor).



**Taking a break from hiking.** L-R: Detrice Sherman, Stephanie McGarry, Jacqueline Chmar, Rebecca Miller Seated: Kenneth Grant Photo: Kenneth Grant

### 3) What was your favorite leadership development activity? Why?

*Kenneth Grant '09:* Although the Ropes course was wonderful and memorable, I would have to say that the exercise that allowed the entire class to function together in an organizational component would have to be one of the favorites. We had to operate quickly under stringent deadlines and rely on each other to get the tasks



completed precisely. We learned as we went along, and everyone had to collaborate together effectively in obtaining the mission.

*Ade Asekun '08:* The Ropes Course. It emphasized the importance of good communication (speaking and listening) and collaboration in an organization.

**4) Did you go into the training looking to improve certain leadership skills? If so, what was it? Were you successful in reaching your goal?**

*Stephanie McGarry '09:* I went into this training to learn as much as I could, hoping that it might be different than some other leadership trainings I had participated in. My expectations were definitely met. While this course hit a lot of the same topics, the instructors were able to put a different spin on it. We had a fairly small group as well, allowing for more interaction and discussion. The dress code for this training was casual and I wore jeans almost everyday. I think that this made a huge difference on my level of involvement, and ultimately my growth as a leader. I felt more comfortable and it was easier for me to share my ideas and participate. A room full of suits can be intimidating, so it was a nice change from what I had been used to.

**5) What was your "ah-ha" moment?**

*Ade Asekun '08:* Being the president of the corporation. I realized during that exercise that because there are rules does not mean that they cannot be tweaked to improve efficiency and effectiveness. I was so blind-sided by the rules that were given that I refused myself the liberty of being able to think outside of the box and increase the effectiveness of the team.

*Kenneth Grant '09:* My "ah-ha" moment would have to have occurred during the Ropes training course. Everyone was fierce during the softball game that we played, and my team had an effective strategy that allowed us to shock the other team, and score miraculously. Our strategy will remain a secret! Shh.....

**Acknowledgments:** Many thanks to Ade Asekun, Linh Duong, Kenneth Grant and Stephanie McGarry for their contributions to this article.

Opposite Page, top right:

**Entire group/ Final Day of LEAD Course:** Rear L-R: Pam Norwood, Kenneth Grant, Richard Sherberger Center L-R: Sarah Smith, Rebecca Miller, Adeyu (Ade) Asekun, Jacqueline Chmar, Silia Herrera, Amia Downes, Detrice Sherman, Stephanie McGarry *Kneeling:* Henry Hunter (instructor) and Omer Khan. *Photo:* Linh Duong



## ROTATION SPOTLIGHT

**Across Communities and Across Borders!**



Isaac R. Figueroa  
OS 2009

I learned about Human Resources (HR) and built it into a rotation at the Indian Health Service, Office of Emergency Services (IHS ES). Initially, I was to assist the office with many of their HR objectives, including telework and alternative work site utilization during times of disaster and Continuity of Operations, and researching and designing a plan that would address the area leadership building within the EMS programs. I was quickly pulled into activities of higher priority. I received a cultural awareness briefing to increase my understanding of the Indian Health Service (IHS) and the millions of Native People the IHS serves each day. I then completed FEMA trainings to ensure my basic understanding of Emergency Management concepts. I was tasked to attend the Emergency Services IHS National Emergency Manager Conference, Tucson, Arizona as part of the IHS ES Staff. One of the most significant activities on that trip was completing Physical Security assignments. Kevin Molloy, IHS Physical Security Manager, conducted a Physical

Security Assessment at the facility where I was shadowing, assisting him with the assessment. I also attended the IHS National Physical Security Training at Albuquerque, New Mexico. While on the training, the class conducted two physical security assessments at IHS facilities.

I was able to meet with Tribal Members from throughout the country about the current issues of Immigration and Border Security, since a number of tribes are located along both the Mexico and Canadian sides of the border. The tribal members shared their many concerns about the environmental impact that illegal immigrants contribute to their reservations. While visiting the Tohono O'Odham Nation, problems such as trash that undocumented people leave behind while crossing are quite significant. This Arizona border tribe sees an average of 8 pounds of trash per person per day, and an average of 1500 crossings per day. There is an extreme problem with drug smuggling, occurring not just in the neighborhoods, but in their back-yards. The tribal members are also having problems with plain old burglary, vandalism, and fear of other criminal acts by the often starving and dehydrated travelers. Another pressing issue for the concerning the illegal immigrants is the lack of public water and bathroom facilities, which are the source of water for drinking, cooking, bathing. These activities can threaten the contamination by animal and human waste since no restrooms exist in the desert for illegal immigrant use.

Encouraging networking opportunities and different skill sets, IHS ES Director Mr. "Sid" Caesar and IHS ES Deputy Director Mr. Dean Ross assigned me numerous projects that aided different agencies as well as IHS ES. One of my projects was with the Office of Disability, where I assisted with the Target Capabilities List focused on vulnerable populations. They also had me attend meetings with Homeland Security and the Bureau of Indian Affairs. Another assignment included aiding with survey updates with the Midwifery Survey for the Office of Nursing. Finally, as a way of volunteering and networking, I was encouraged to attend a forum on Diversity, the Secretary's Operational Center Tour and the 2008 10<sup>th</sup> Tribal Budget Consultation. During this rotation, I also attended the ELP Training in Atlanta, Georgia.

On a personal note, I grew up in a border town along the most Southern tip of Texas, in McAllen. The frontera, or border area, like most communities is its own world with unique barriers and great strengths. For example, along the McAllen area of the border, many people cross the border to get into Mexico for restaurants and shopping, ranging from groceries to great souvenirs. The river and other natural barriers do not discourage people from

crossing, and even the desert does not persuade many from attempting to cross. Having grown up in a border town, completing a rotation with the IHS Office of Emergency Services proved beneficial for me because it shed light on two very different worlds, both of which I have experienced. After my visit to the Arizona border region with the leadership of the Tohono O'Odham Nation, I realized how much Border Security and new ID processes are necessary.

## Take Me Out to the Ballgame



On May 20, more than 30 current and former Emerging Leaders as well as friends and family members gathered to watch the Washington Nationals take on the Philadelphia Phillies. The hometown Nationals lost by a final score of 1-0 in a hard fought pitchers battle.

*Photos courtesy of Heather Brink*





## ELs GIVE BACK..

Meghan Ochal  
HRSA 2009



On May 3<sup>rd</sup>, 14 Emerging Leaders and friends (including some Atlanta ELs up here on rotation) joined more than 3,200 other volunteers throughout the city for Servathon, an annual event hosted by volunteer coordination organization Greater DC Cares. Research has shown that the state of the facilities in which children learn is directly related to their health and academic success, and Team ELP spent our Saturday painting, weeding, mulching, removing graffiti and doing whatever else we could to create a better learning environment for the students, teachers and staff of MacFarland Middle School in the Georgia-Petworth neighborhood of DC. Servathon is also Greater DC Cares biggest fundraiser, and Team ELP raised \$365 to support Greater DC Cares programs!



For more information on Greater DC Cares and their other volunteer opportunities, visit their website at [www.dc-cares.org](http://www.dc-cares.org). To learn more about DC school facilities, visit [www.21csf.org](http://www.21csf.org). And for Atlanta ELs, you can learn more about volunteer

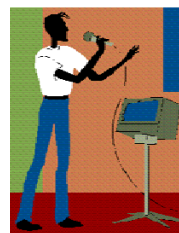
opportunities in your area by visiting [www.handsonatlanta.org](http://www.handsonatlanta.org).

Team ELP: Lauren Broussard, Tankeisha Cutler, Bekah Geiger, Rosie Gomez, Giovanna Guerrero, Liz Hammond, Locola Hayes, Helmut Huber, Miki Kim, Melanie Kyser, Meghan Ochal, Crystal Rodriguez, Michael Schoenfeld, Anne Yu.



Department of Health and Human Services  
Emerging Leaders Alumni Board  
Networking Committee

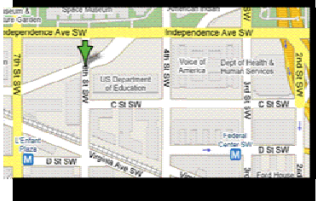
Invite you to join us for  
karaoke and fun at...



**Vie De France**  
600 Maryland Ave., SW  
Washington DC 20024

Wednesday// June 4, 2008  
5:30pm

For more info, contact  
Cornellus Moore  
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### Be the Change

There is no greater calling than to serve your fellow men. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well.  
-Walter Reuther